

TAKE ACTION

The Table de groupe de femmes de Montréal (TGFM) is proposing several solutions to urban issues to improve **movement, housing, neighbourhood life** and **economic conditions** of Montreal women.

Make concrete commitments in favour of the right to the city by taking inspiration from the solutions below! For even more solutions, look at the TGFM's [Feminists for the Right to the City: Platform of Demands](#).

Putting them in action is a way to participate in the collective transformation of the city to build a Montreal that is more equal and inclusive.
Together, we are #MontrealFeminists!



The Table de groupes de femmes de Montréal (TGFM) is a regional round table which promotes and defends the interests of women from an intersectional feminist perspective. Its membership of over 80 groups, composed mainly of local women's groups and women's committees from unions, community groups and social groups, is one of its greatest strengths.

- 1 Institut de recherche et d'information socioéconomique, (2023). [Le revenu viable 2023: dans la spirale de l'inflation et des baisses d'impôt](#).
- 2 Ville de Montréal. [Recensement 2021](#).
- 3 Celis, Leila, Audrey Dahl, TGFM et COSSL, (2020). [Groupes communautaires et femmes en situation de pauvreté à Montréal: besoins, pratiques et enjeux intersectionnels](#).
- 4 Canadian Centre for Policy Alternatives (2022). [A Bumpy Ride](#).

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#MONTREALFEMINISTS FOR THE RIGHT TO THE CITY

A **feminist city** is a city that focuses on the needs and realities of all Montrealers and that improves quality of life for as many residents as possible.

The **right to the city** refers to working to transform the city, whether through launching initiatives, starting projects, or taking part in debates and making decisions for the city's future.

Currently, **feminists in Montreal are taking action to live in a city which better responds to their needs.**

NO MORE PRECARIETY, A CITY FOR ALL

According to the Institut de Recherche et d'Informations Socioéconomiques (IRIS), the viable annual income to live in Montreal is \$32,252 for one person and \$44,187 for a single-parent family.¹ In 2021, 41.5% of Montreal women who earned employment income earned less than \$30,000 per year.²

The Table de groupes de femmes de Montréal (TGFM) has observed that, increasingly, poverty is an intersectional feminist issue.³ In other words, some women are more marginalized and in more precarious situations because of systemic forms of discrimination such as racism, ableism and heterosexism, which combine with sexism. These women experience discrimination that affects their access to education and to paid work in line with their abilities, affecting their income and leading to isolation and under-representation in decision-making spaces.

Post-pandemic recovery measures helped the construction, real estate and tech sectors. This deepened existing inequalities⁴ because Montreal women are much less likely to be hired in and stay in these traditionally masculine fields. These measures have had a limited impact on jobs in traditionally feminine fields (health, childcare, teaching, and the community sector), which remain undervalued, low-paid and are associated with difficult working conditions.

FEMINIST ACTIONS AND SOLUTIONS

Feminist organizations are making efforts to eliminate poverty and ensuring good living conditions. Here are the solutions proposed by the TGFM to respond to these pressing issues:

Raise women's incomes

- Raise the minimum wage to at least \$18 per hour.
- Ensure that poverty-fighting measures include the means to provide affordable housing, food and transit.
- Raise retired women's incomes.

Promote access to employment for women living at the intersection of oppressions (for instance, women who have an immigrant background, are racialized, disabled and/or represent sexual and gender diversity)

- Prevent, recognize and intervene in situations of harassment and discrimination in the workplace.
- Train employers and all employees to include diversity according to a Gender-Based Analysis Plus approach with an intersectional perspective (GBA+).
- Establish a complete, ongoing regularization program for all migrants with precarious immigration status.
- Recognize diplomas and work experience earned abroad.
- Put working conditions in place which consider the realities of single mothers who are the heads of their households.

Encourage access to traditionally masculine professions and recognize the full value of traditionally feminine professions

- Improve wages, working conditions and benefits in traditionally feminine employment sectors.
- Encourage the hiring and the retention of women in traditionally masculine professions.
- Deconstruct stereotypes to stimulate access to traditionally masculine professions.
- Promote traditionally masculine jobs in employability services and in schools.
- Ensure fair representation of women and marginalized people in all municipal employment categories and in contracts awarded to the private sector.